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ABSTRACT

This article examines unionization among college faculty in 1994. Academic unions represented 242,221 professors in 1994, a growth of 3.2 percent over 1993, and there were 502 bargaining agents on 1,075 campuses throughout the United States. This increase can be attributed to three factors: (1) unions won 8 out of 11 collective bargaining elections in 1994; (2) existing bargaining units grew in size; and (3) three colleges are now included in the figures that were incorrectly omitted in the past. The American Association of University Professors (AAUP) represented 64,298 faculty in 62 bargaining units. The American Federation of Teachers (AFT) represented 102,917 faculty in 163 bargaining units. The National Education Association (NEA) represented 88,365 faculty in 229 bargaining units. Independent unions represented 19,552 faculty in 44 bargaining units. Two states, California and New York, account for 50 percent of all unionized faculty members. Other demographic information concerning faculty unionization is included. (MDM)

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NEWSLETTER
NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

School of Public Affairs
Bernard M. Baruch College • City University of New York • Vol. 23, No. 1 • Jan/Feb 1995

Unionization Among College Faculty - 1995

Frank R. Annunziato

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Frank R. Annunziato

INTRODUCTION

Increases in the number of unionized faculty members and bargaining agents occurred during 1994. Academic unions now represent 242,221 professors, a growth of 7,651 (3.2 percent) from last year's Directory. We can now report 502 bargaining agents on 1,075 campuses throughout the United States.

These increases can be attributed to three sources. First, unions won 8 out of 11 collective bargaining elections during 1994 to determine new bargaining agents. Secondly, existing bargaining units grew in size as many institutions hired additional faculty. Thirdly, the Center has included three colleges in this Directory which have been incorrectly omitted in the past. The private sector Curry College in Massachusetts has had a collective bargaining relationship with the AAUP for many years. Past editions of this Directory have listed Curry as an institution which decertified the faculty union through a Yeshiva-like claim with the NLRB. This was incorrect information. Both the AAUP and the Curry College administration have verified that collective bargaining is alive and well at Curry.

We have also included the faculty unit at Maricopa County Community College (AAUP) in Arizona for the first time in this Directory and the professional unit at Southeast Community College, Nebraska, represented by the NEA. Both Maricopa and Southeast should have been incorporated in past editions of the Directory. We are grateful to the union and administrative representatives from these institutions for pointing out these oversights to us.

Public colleges and universities employ 231,496 unionized faculty members, with 432 bargaining agents on 987 public sector campuses. Four-year public colleges and universities comprise 128,116 faculty members, 93 bargaining agents on 332 campuses. Two-year public colleges have 103,380 unionized faculty members, 339 bargaining agents on 655 campuses.

There are only 10,725 unionized faculty members in the nation's private colleges and universities, with 70 bargaining agents on 88 campuses. The overwhelming majority of these are employed at private four-year colleges and universities: 10,138, with 60 bargaining agents on 74 campuses. We can only report 587 faculty members on 14 two-year private sector campuses, represented by 10 bargaining agents.

Eleven collective bargaining elections took place during 1994. Faculty members chose new collective bargaining agents in eight of these and changed agents in one election. In another election, one national union withstood a challenge from another national union. In the final election we can report upon, the faculty voted to continue their no-agent status, against a campaign waged by two national unions.

AGENTS ELECTED

Faculty members chose new collective bargaining agents at eight institutions during 1994. Only one of these took place at a four-year private college, Delaware Valley College in Pennsylvania. The other seven new agents represent faculty members at public sector colleges or universities. Three of these new bargaining agents at public institutions are comprised of full-time faculty members: Cuesta College in California, Eastern Washington University in Washington, and New Mexico Community College in New Mexico. Three of these public sector elections involved part-time faculty members only: Feather River Community College in

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California, William Rainey Harper Community College in Illinois, and Yuba College in California. In the remaining public sector election, the professional unit at Nebraska State College opted for collective bargaining rights for the first time.

CHANGE OF AGENT ELECTION

The independent faculty union at the University of Scranton, a private four-year institution in Pennsylvania, voted to affiliate with the AAUP.

CHALLENGE TO AGENT ELECTION

The AFT unsuccessfully challenged the NEA at Bellingham Technical College in Washington.

NO-AGENT ELECTION

The faculty at Cerritos Community College in California continued their no-agent status, voting down both the AFT and the NEA.

AAUP

The AAUP participated in two of these eleven elections. At the private sector Delaware Valley College (PA) the AAUP defeated no-agent 68-14, for a unit of 85. At the University of Scranton, also a private institution in Pennsylvania, the independent faculty bargaining agent voted to affiliate with the AAUP, for a unit of 249.

The AAUP and its affiliates, including dual affiliations, now represent 64,298 faculty in 62 bargaining units. These include 38 public and 24 private sector units. Of these, 53 are at four-year and nine are at two-year institutions.

AFT

The AFT participated in seven of these eleven elections and won five of them. At Cuesta College (CA), the AFT defeated no-agent 136-97, for a bargaining unit of 297. At Eastern Washington University (WA), the AFT, in alliance with the NEA, defeated no-agent 183-154 for a bargaining unit of 404. At Feather River Community College (CA), the AFT defeated no-agent 20-3 for a part-time bargaining unit of 45. The AFT defeated no-agent 25-6 for a bargaining unit of 37 at New Mexico Community College (NM). At Yuba College (CA), the AFT defeated no-agent 110-13 for a part-time bargaining unit of 404.

The AFT did not succeed in replacing the NEA as bargaining agent at Bellingham Technical College (WA). The AFT received 17 votes to the NEA's 24, for a bargaining unit of 45. The AFT was also unsuccessful in winning collective bargaining rights at Cerritos Community College (CA). The AFT received 22 votes, the NEA 50 votes, and no-agent 124, for a bargaining unit of 222.

The AFT and its affiliates, including dual affiliations, now represent 102,917 faculty in 163 bargaining units. These include 141 public and 22 private sector units. Of these, 48 are at four-year and 115 are at two-year institutions.

NEA

The NEA participated in four of these eleven elections and won three of them. At Eastern Washington University (WA), the NEA, in alliance with the AFT defeated no-agent 183-154, for a bargaining unit of 404. At William Rainey Harper Community College (IL), the NEA defeated no-agent 60-22 for a part-time bargaining unit of 400. The NEA won a professional unit of 70 at Nebraska State College. The NEA also successfully turned back a challenge by the AFT at Bellingham Technical College (WA), by a vote 24 for the NEA to 17 for the AFT, for a bargaining unit of 45. The NEA unsuccessfully sought bargaining agent status at Cerritos Community College (CA). The vote was: NEA 50, AFT 22, and no-agent 124, for a bargaining unit of 222.

The NEA and its affiliates, including dual affiliations, now represent 88,365 faculty in 229 bargaining units. These include 215 public and 14 private sector units. Of these, 38 are at four-year and 191 are at two-year institutions.

INDEPENDENT AGENTS

By the term independent agent, we mean any faculty bargaining agent which has not affiliated with another state or national union. During 1994, the independent agent at the University of Scranton (PA) voted to affiliate a bargaining unit of 249 with the AAUP.

Independent agents now represent 19,552 faculty in 44 bargaining units. These include 35 public and 9 private sector units. Of these, 13 are at four-year and 31 are at two-year institutions.

DECERTIFICATION

The National Center cannot report any bargaining agent decertification which occurred during 1994.

STRIKES

Four faculty strikes transpired during 1994. In Michigan, the faculty at Oakland University, an affiliate of the AAUP, struck for 2 days. The bargaining unit size is 430.

Also in Michigan, the AAUP-affiliated faculty at Wayne State University struck for 3 days. The bargaining unit size is 1,475.

In New York, a local of the AFT struck for six days at the Brooklyn Campus of the private sector Long Island University. The bargaining unit size is 200.

A second strike at Long Island University broke out at its C.W. Post Center, led by a different AFT local. This strike, which lasted three days, involved a bargaining unit of 350 professors.

LEGISLATION

The National Center cannot report any new state or federal legislation in the area of collective bargaining legislation in higher education during 1994.

FIRST CONTRACTS SIGNED

The National Center has no reports of any first contracts signed during 1994.

DEMOGRAPHIC ANALYSIS

While this 1995 Directory shows collective bargaining agents in 33 states, Washington, D.C., and Guam, with Arkansas and New Mexico represented for the first time, faculty higher education collective bargaining remains geographically limited and almost exclusively a phenomenon of public sector institutions.

Two states, California (66,076) and New York (55,250) account for 121,326, or 50 percent of all unionized faculty members. The ten largest states for faculty collective bargaining, listed below, can explain 201,295, or 83 percent, of all unionized faculty members in the United States. Five of these ten largest states are located in the northeast (New York, Pennsylvania, New Jersey, Connecticut, and Massachusetts) and are the home-states for 96,845 unionized professors, 40 percent of the total. The two west coast states, California (66,076) and Washington (9,189) represent another 75,265 faculty members, 31 percent of all unionized faculty. Put another way, seven states, five in the northeast and two on the west coast can account for 71 percent of the unionized professorate. Only two states in the mid-west, Michigan (10,307) and Illinois (7,985) are listed among the ten largest states for faculty collective bargaining. Florida (10,899) is the only southern state to make this list.

THE TEN LARGEST STATES FOR HIGHER EDUCATION COLLECTIVE BARGAINING, BY NUMBER OF FACULTY REPRESENTED BY UNIONS, 1995

STATE	FACULTY
1.California	66,076
2.New York	55,250
3.Pennsylvania	11,491
4.Florida	10,889
5.New Jersey	10,610
6.Michigan	10,307
7.Connecticut	9,884
8.Massachusetts	9,614
9.Washington	9,189
10.Illinois	7,985
Total	201,295

(83 percent of all unionized faculty)

Higher education collective bargaining is also drastically limited to public sector institutions. Public colleges and universities employ 231,496, or 95.5 percent of the unionized professorate. Among public institutions, there is a much more even division between four and two-year colleges and universities. Four-year public institutions employ 128,116 faculty members, 55 percent of unionized faculty at all public institutions (128,116/231,496). Two-year colleges employ 103,380 unionized professors, or 45 percent of all unionized professors at public institutions (103,380/231,496).

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SUMMARY OF ELECTIONS-1994

A. AGENTS ELECTED

Institution	State	Unit Size	Vote	Agent Elected	2/4 Year College
Cuesta College	CA	297	AFT 136 N-Agt. 97	AFT	2
*Delaware Valley College	PA	85	AAUP 68 N-Agt. 14	AAUP	4
Eastern Washington University	WA	404	AFT/ 183 NEA N-Agt.154	AFT/NEA	4
Feather River Comm. College	CA	45 pt	AFT 20 N-Agt. 3	AFT	2
Nebraska State Colleges	NE	70 (prof. unit)	Unavailable	NEA	2
New Mexico Comm. College	NM	37	AFT 25 N-Agt. 6	AFT	2
William Rainey Harper College	IL	400 pt	NEA 60 N-Agt. 22	NEA	2
Yuba College	CA	404 pt	AFT 110 N-Agt. 13	AFT	2

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B. CHANGE IN AGENT STATUS

Institution	State	Unit Size	Vote	New Agent	Former Agent	2/4 Year College
*University of Scranton	PA	249	Unavailable	AAUP	Ind.	4

C. CHALLENGE TO AGENT STATUS

Institution	State	Unit Size	Vote	Challenging Union	2/4 Year College
Bellingham Tech. College	WA	45	AFT 17 NEA 24	AFT	2

D. AGENTS DECERTIFIED

No reported faculty agent decertifications during 1994.

E. NO-AGENT VOTES

Institution	State	Unit Size	Vote	Union(s) Defeated	2/4 Year College
Cerritos Community College	CA	222	AFT 22 NEA 50 N-Agt. 124	AFT NEA	2

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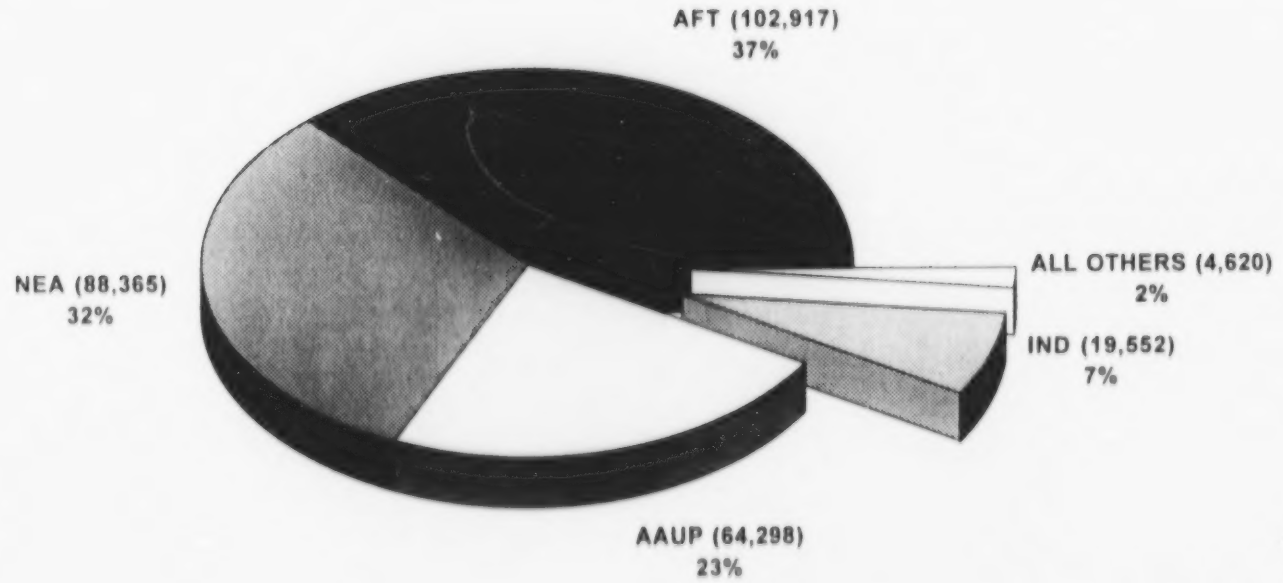
TABLE ONE
GEOGRAPHIC DISTRIBUTION OF UNIONIZED FACULTY
1995

STATE	UNIONIZED FACULTY
ALASKA	7
ARIZONA	687
ARKANSAS	200
CALIFORNIA	66,076
COLORADO	77
CONNECTICUT	9,884
DELAWARE	1,078
D.C.	454
FLORIDA	10,889
HAWAII	3,421
ILLINOIS	7,985
IOWA	2,095
KANSAS	1,280
MAINE	1,854
MARYLAND	1,050
MASSACHUSETTS	9,614
MICHIGAN	10,307

TABLE ONE (CONT.)
GEOGRAPHIC DISTRIBUTION OF UNIONIZED FACULTY
1995

STATE	UNIONIZED FACULTY
MINNESOTA	5,525
MISSOURI	539
MONTANA	987
NEBRASKA	1,938
NEVADA	103
NEW HAMPSHIRE	1,032
NEW JERSEY	10,610
NEW MEXICO	37
NEW YORK	55,250
OHIO	5,091
OREGON	4,867
PENNSYLVANIA	11,491
RHODE ISLAND	2,066
SOUTH DAKOTA	1,168
VERMONT	393
WASHINGTON	9,189
WISCONSIN	4,847
GUAM	130

TABLE TWO
FACULTY REPRESENTED BY CERTIFIED
BARGAINING AGENTS, 1995



Dual Affiliation Membership Status Credited to Both Organizations

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